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COMPENSATION OF THE SUPERVISORY BOARD

The compensation received by the members of the Supervisory Board is specified under § 13 of the Articles of Incorporation of Deutsche Telekom AG. Under the compensation system applicable for the 2016 financial year, members of the Supervisory Board receive fixed annual compensation of EUR 70,000.00.

The Chairman of the Supervisory Board receives a further EUR 70,000.00 and the Deputy Chairman EUR 35,000.00. Members of the Supervisory Board also receive compensation as follows for activities on Supervisory Board committees:

- The Chairman of the Audit Committee receives EUR 80,000.00, ordinary members of the Audit Committee EUR 40,000.00.
- The Chairman of the General Committee receives EUR 70,000.00, ordinary members of the General Committee EUR 30,000.00.
- The Chairman of the Nomination Committee receives EUR 25,000.00, ordinary members of the Nomination Committee EUR 12,500.00.
- The Chairman of any other committee receives EUR 40,000.00, ordinary members of any other committee EUR 25,000.00.

Chairmanship and membership of the Mediation Committee are not remunerated.

Members of the Supervisory Board receive an attendance fee amounting to EUR 1,000.00 for each meeting of the Supervisory Board or its committees that they have attended. The Company reimburses value-added tax payable on remuneration and expenses.

The total compensation of the members of the Supervisory Board in 2016 amounted to EUR 2,858,916.68 (plus VAT).

The Company has not granted any advances or loans to current or former Supervisory Board members, nor were any other financial obligations to the benefit of this group of people entered into.

The compensation of the individual members of the Supervisory Board for 2016 is as follows:

Member of the Supervisory Board	Fixed remuneration	Meeting attendance fee	Total
Baldauf, Sari	95,000.00	8,000.00	103,000.00
Bednarski, Josef	165,000.00	25,000.00	190,000.00
Dr. Bernotat, Wulf H.	120,000.00	10,000.00	130,000.00
Brandl, Monika	95,000.00	10,000.00	105,000.00
Geismann, Johannes	152,500.00	24,000.00	176,500.00
Dr. von Grünberg, Hubertus (until May 25, 2016)	45,833.34	3,000.00	48,833.34
Hanas, Klaus-Dieter	95,000.00	9,000.00	104,000.00
Hauke, Sylvia ^a	120,000.00	9,000.00	129,000.00
Hinrichs, Lars	95,000.00	9,000.00	104,000.00
Dr. Jung, Helga (since May 25, 2016)	46,666.67	5,000.00	51,666.67
Kallmeier, Hans-Jürgen ^b	135,000.00	15,000.00	150,000.00
Prof. Dr. Kaschke, Michael	110,000.00	11,000.00	121,000.00
Koch, Nicole ^c (since January 1, 2016)	70,000.00	7,000.00	77,000.00
Kollmann, Dagmar P.	187,500.00	16,000.00	203,500.00
Kreusel, Petra Steffi ^d	110,000.00	14,000.00	124,000.00
Prof. Dr. Lehner, Ulrich (Chairman)	300,000.00	21,000.00	321,000.00
Schröder, Lothar ^e (Deputy Chairman)	233,750.00	20,000.00	253,750.00
Dr. Schröder, Ulrich	135,000.00	7,000.00	142,000.00
Sommer, Michael	95,000.00	6,000.00	101,000.00
Spoo, Sibylle	95,000.00	7,000.00	102,000.00
Streibich, Karl-Heinz	111,666.67	10,000.00	121,666.67
	2,612,916.68	246,000.00	2,858,916.68

^a In addition to remuneration for her activities as a member of the Supervisory Board of Deutsche Telekom AG, Sylvia Hauke also received other remuneration amounting to EUR 15,000.00 (including meeting attendance fees) in the 2016 financial year (for her mandate as member of the supervisory board of Telekom Deutschland GmbH).

^b In addition to remuneration for his activities as a member of the Supervisory Board of Deutsche Telekom AG, Hans-Jürgen Kallmeier also received other remuneration amounting to EUR 16,000.00 (including meeting attendance fees) in the 2016 financial year (for his mandate as member of the supervisory board of T-Systems International GmbH).

^c In addition to remuneration for her activities as a member of the Supervisory Board of Deutsche Telekom AG, Nicole Koch also received other remuneration amounting to EUR 4,500.00 (including meeting attendance fees) in the 2016 financial year (for her mandate as member of the supervisory board of Telekom Shop Vertriebsgesellschaft mbH).

^d In addition to remuneration for her activities as a member of the Supervisory Board of Deutsche Telekom AG, Petra Steffi Kreusel also received other remuneration amounting to EUR 14,500.00 (including meeting attendance fees) in the 2016 financial year (for her mandate as member of the supervisory board of T-Systems International GmbH).

^e In addition to remuneration for his activities as a member of the Supervisory Board of Deutsche Telekom AG, Lothar Schröder also received other remuneration amounting to EUR 38,500.00 (including meeting attendance fees) in the 2016 financial year (EUR 20,000.00 for his mandate as member of the supervisory board of Telekom Deutschland GmbH, EUR 6,500.00 for his mandate as a member of the supervisory board of Deutsche Telekom Services Europe GmbH, and EUR 12,000.00 as Chairman of the Data Privacy Advisory Council).